

Shake-up at FEUT already underway

by Judith Knelman

Michael Fullan does not start a new job by putting his toe gingerly into the water. He knew before he took on the appointment as dean of the Faculty of Education on Feb. 1 that changes were desperately needed there, and he has begun making them.

"I'm inclined to be action-oriented," he said in an interview the day after he took office. "I think it's important to avoid getting bogged down in debates and reports. That just spins the wheels. Besides, it's already been done."

The process of adding more faculty has already begun. "The University had come to the limit of allowing the faculty to deplete itself," he said. "If they'd gone much further, they'd have had to close down the program." Tenure-stream instructors with strong scholarship will be hired for next year, experts in teaching will be seconded from the field, and U of T academics in disciplines taught in the schools will be cross-appointed "to reduce the isolation of the faculty."

On his first day on the job he set up a consortium of four school boards — North York, Dufferin-Peel Separate, Halton and Durham — to train a few staff members in selected schools in state-of-the-art methods so that they can spread the word among their colleagues. Their schools will be identified as possible student-teaching locations, much like the situation in teaching hospitals.

Student teaching will be given more attention if a recent recommendation for a two-year internship after graduation is accepted by the Ministry of Education. The recommendation is contained in a report by Fullan and a colleague at OISE, Michael Connelly.

Fullan is also gearing up the faculty for pressure that he feels will be placed

on it fairly soon, as the need for teachers increases. He's checking into the process of selecting students with a view to finding out whether academic standing alone is the best indicator of success in teaching or whether, perhaps, qualities like empathy should be considered. "We're experimenting with a social profile. I want to try a couple of pilot projects, give them certain experiences before they come into the faculty, and then evaluate the selection."

He'll be talking to the Faculty of Arts & Science in an effort to determine whether prerequisites are desirable and to see how students could be encouraged to acquire some experience in the schools as they pursue a BA or BSc. He calls it "feeding the curriculum backward and forward."

In a recent report on the problems of elementary school principals, Fullan said: "Dependency is created through the constant bombardment of new tasks and continual interruptions on the job which keep principals occupied or at least off balance.... By dependency I mean that one's actions are predominantly shaped, however unintentionally, by events and/or actions or directions of others. Empower-

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Bedside manners put on ice

Winterscape '88, the official launching of the Faculty of Medicine's centenary celebrations, got off to a slippery start Jan. 28 with the bed race. Here Dean John Dirks, left, Richard Tiberius and Gerard Burrow skate and role their

way to victory, but later were on the losing side for the tug-of-war. A portion of the front campus was turned into a rink for the day. Other events included a three-legged race and a slalom relay race.

Appeal to be launched on mandatory retirement

The Ontario Confederation of University Faculty Associations and the Canadian Association of University Teachers have decided to sponsor an appeal to the Supreme Court of Canada of a recent decision on mandatory retirement. On Dec. 10, 1987, the Ontario Court of Appeal, upholding an earlier

ruling by the Ontario Supreme Court, ruled that universities in Ontario can impose retirement on faculty members once they reach the age of 65. Bob Kanduth, communications director of OCUFA, said it could take 18 months before the appeal is heard.

New sexual harassment officer named



Nancy Adamson

Nancy Adamson, a historian and feminist, has been appointed the University's first sexual harassment officer, for a two-year term beginning March 7. Reporting to President George Connelly, Adamson will be responsible for enforcing the sexual harassment policy passed by Governing Council last May.

Adamson obtained her bachelor's degree from Mt. Holyoke College, her master's from Emory University and her PhD from U of T. All three degrees were in history.

In 1979, she began teaching contemporary feminist issues in the New College women's studies program. As a result of her interest in issues relating to women's health, she decided to enter nursing and last year received her BScN from U of T.

A founding member of the Canadian Association for the History of Nursing and president of the Women's Information Centre of Toronto, Adamson has worked part-time as a psychiatric nurse, a pre-natal instructor and labour coach/nurse and a researcher for

the Canadian Women's Movement Archives.

One of the most important aspects of her job will be the education of the University community, Adamson believes. "We have to deal with each problem as it comes up but I hope, by education, to prevent problems from arising." She plans to start information campaigns for faculty, staff and students.

Another major part of her work will be informal counselling of people who may feel they are being sexually harassed and of alleged harassers. Adamson feels her training and experience in counselling as a nurse have helped prepare her for this aspect of her new position.

The location of Adamson's office has not yet been decided, but it will be a neutral site so that the sexual harassment officer will not be seen as more closely associated with one sector of the University community than with others. She will be present on a regular basis on the Scarborough and Erindale campuses as well as the St. George campus.

INSIDE

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Dean of education ready to take risks

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ment, taking charge, and otherwise playing a central role in determining what is done is the opposite of dependency.... The empowered principal working collaboratively is far more responsible than the dependent principal. Dependency is closer to helplessness than it is to responsiveness."

He maintains in the report that it is more responsible to make changes when it is obvious that they are needed than to tolerate the status quo and wait for the changes to be sanctioned by the next level.

It is clear that Michael Fullan practices what he preaches. His field — he has a PhD in sociology and 19 years of experience at OISE but no teacher

training — is the planning and implementation of change. He is particularly interested in the integration of academic interests and organizational requirements.

The paper Fullan and Connelly did for the Ministry of Education on the state of teacher training in Ontario called for sweeping changes. Fullan feels that there isn't much disagreement that the system is not doing an adequate job of preparing teachers. The question is what needs to be done first. He's an advocate of the "start small, think big" approach. "You set up something leading to something fundamental that allows you to get into the big things."

A crucial ingredient of the change he

views as necessary is faculty renewal. He didn't say yes to the job until he had a commitment from the University that the 81 full-time equivalents for the faculty last year would be the minimum fixed figure for the foreseeable future. (By July 1, 1988, retirements will take the complement down to 62.)

Another ingredient is the cooperation of the faculty members, so that change will be sought rather than imposed. He met with them in small groups starting in October, listing his priorities and warning them that he was itching to get going. "They seemed to be receptive to the ideas," he said. "Most people think it's about time that something was done. The faculty has been somewhat stagnant for years."

Fullan seems to have torn down some walls and invited the neighbours to watch the reconstruction. He is no less shy of publicity than he is of change. "Education has been a conservative force. We have to have a higher profile and take more risks."



Michael Fullan

U of T sponsors South African student

Chris Matthews has arrived at U of T to study chemistry and take his knowledge back to students in South Africa.

In October 1985, President George Connell announced that the University was interested in sponsoring a limited number of black South African students, perhaps with help from the federal government. World University Service of Canada was asked to find suitable candidates.

Matthews, who was teaching high school in Port Elizabeth, applied. Last August he got a call asking whether he was ready to leave. It took several more

months before his visa arrived.

In December he left his wife, also a teacher, and their 10-year-old daughter to embark on studies that he hopes will lead him to graduate work.

Matthews has a BSc from the University of Fort Hare, but he has enrolled at U of T as an undergraduate and has a commitment from U of T that it will sponsor him to the completion of an undergraduate degree here. His travel, tuition and residence costs are fully funded by the University. Other sources of matching funds are being sought so that the program can be expanded.

Rules on alcohol to be developed

The University's new policy on alcohol use recognizes individual responsibility in the area, but reserves a role for the institution in regulating consumption.

"The University should only intervene when alcohol is used illegally or when its abuse leads to conduct that endangers the individual involved or others, or that results in damage to the property of the University, disrupts its activities, or interferes with the rights of other persons," the policy says.

Eric McKee, assistant vice-president (student affairs), chaired the 10-member review group that drew up the policy. Governing Council approved it Jan. 21.

"One of the difficult issues we had to deal with was how much responsibility the University should assume in this area and how it was to be squared with the attitude of the last 20 years that assumed as little interference as possible with individual behaviour," McKee

said. "I think the policy represents a bit of a turn away from the approach of the recent past, but attempts to recognize that ultimately individuals are responsible for themselves."

Under the policy, the University states its obligation to manage the consumption of alcohol on campus according to the terms of its liquor licence and the applicable legislation. In addition, the University should encourage responsible behaviour through educational programs and by its practices in serving alcohol.

Additional regulations regarding alcohol will be devised in consultation with users and those responsible for the areas where it is served and will be enforced consistently. Rules should be "realistic, clearly articulated in writing and widely circulated on campus."

In addition to passing the policy, Council also approved the creation of an alcohol advisory group. McKee said the 11 members of the new committee will be named in several weeks and will include representatives of the faculty, staff, residence administrators, beverage services and students. The group will provide advice on the detailed application of the policy.



Trinity College Dean of Men

The College invites applications for the position of Dean of Men, Trinity College. The position becomes available July 1, 1988 and involves a commitment of up to two-thirds time. The Dean will live in residence and be responsible for the welfare of both resident and non-resident Men of College. An apartment is provided. A graduate degree with prior experience of residential life is preferred.

Deadline for applications is March 31, 1988. Applications should be directed to Professor G.A.B. Watson, Chairman, Search Committee, Trinity College, 6 Hoskin Avenue, Toronto, Ontario, M5S 1H8.



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Material may be reprinted in whole or in part with appropriate credit to the Bulletin. Published every two weeks by the Department of Communications.

Submissions for publication must be in the Bulletin office, 45 Wilcocks St., University of Toronto, Toronto, M5S 1A1, 10 days before publication date unless otherwise specified.

Editorial enquiries: 978-6981

Distribution Enquiries: 978-4933

Advertising Enquiries: 978-4933

Display advertising space must be reserved two weeks before publication date.

Member of the University Newspapers Group.

Two professors win Steacie fellowships

Professors Spencer Barrett of the Department of Botany and Scott Tremaine of the Canadian Institute for Theoretical Astrophysics (CITA) are among the four recipients of this year's E.W.R. Steacie Memorial Fellowships, awarded annually by the Natural Sciences & Engineering Research Council (NSERC).

The Steacie fellowships allow recipients to devote their time exclusively to research for up to two years and to qualify for additional NSERC funding. Of the 52 fellowships awarded since their inception in 1964, 11 have gone to U of T researchers.

Mathematician Kenneth Davidson of the University of Waterloo and mechanical engineer W.G. Habashi of Concordia University were the other two recipients of this year's fellowships.

An evolutionary biologist, Barrett has made major contributions to our understanding of plant mating behaviour and weed mimicry of crop plants. He plans to continue studying plant breeding systems and to examine the way in which they evolve from cross-pollination to self-pollination, from "cut-crossing to selfing." The research focuses in par-



Spencer Barrett



Scott Tremaine

ticular on the changes in the structure of flowers that allow self-pollination to begin.

Unlike some other evolutionary biologists, Barrett does not trace a historical record in fossil remains, but attempts to understand changes in living systems. In plants, especially weeds,

evolutionary changes occur with relative rapidity. "We look at evolution in action," he said.

The water hyacinth is particularly useful to his research, he said, because it has been so widely transplanted from its native range to others, where it adapts quickly, through natural selection, to its

new environment.

Barrett received his doctorate from the University of California at Berkeley in 1977 and came to U of T the same year. He has held several visiting professorships and has been a consultant with the International Research Institute in the lower Amazon region of Brazil and with the Commonwealth Development Corporation in Swaziland, southern Africa.

Scott Tremaine is the astrophysicist who predicted the existence of "ring-shepherding moons" of the planet Uranus nine years before they were discovered by the Voyager 2 satellite.

In a 1977 paper, Tremaine and a co-author suggested that the rings of Uranus were prevented from dispersing into a wide-diameter pattern (similar to those of Jupiter) by the gravitational force of 10 shepherd moons. His hypothesis generated heated discussion in astronomical circles. In 1986, the Voyager 2 flight revealed the 10 moons for the first time.

Tremaine has also done extensive research on the structure and evolution of galaxies and the dynamics of comets.

He received his doctorate from Princeton University in 1975 and was a researcher at the California Institute of Technology and the University of Cambridge before joining the faculty of the Massachusetts Institute of Technology in 1981. Tremaine returned to Canada in 1985 to become CITA's first director.

Unruliness prompts reconsideration of code

by Patrick Donohue

A recital of incidents of bizarre behaviour convinced the Committee on Campus & Community Affairs that it should reconsider a University-wide discipline code covering non-academic offences by students.

At the committee's Feb. 3 meeting, Principal Arthur Kruger of Woodsworth College argued vehemently that serious flaws in the current general guidelines would, if strictly followed, have prevented him from dealing effectively with cases he has encountered.

For example, a Woodsworth student habitually arrived drunk and proceeded to disrupt a class. Kruger eventually expelled the student from the course, refunded his fee, and changed the location of the class. This was the only line of action that made sense to Kruger. However, the general guidelines, by which Governing Council in 1986 delegated authority to divisions to establish their own codes, prohibit the imposition of academic penalties for non-academic offences.

An even more problematic case occurred when Kruger was dean of arts and science. A man who had enrolled in a course on the holocaust interfered with every lecture by insisting on discussing whether or not it had actually occurred. The professor, like a geographer confronted by a member of the Flat Earth Society, was unable to continue with lectures. Kruger said he had to prevent the student from attending any further classes — even though the guidelines did not appear to permit such a penalty. "I don't know what I would have done if he had appealed."

In such instances of class disruptions, it becomes impractical to call police because the class would have ended by the time police arrived, Kruger said.

Another problem with the guidelines is that they do not address the problem of gaps in jurisdictions, he said. He cited the instance of "water bombings" during Psychology 100 lectures in Convocation Hall by engineering students. Since the guidelines allow divisions to deal with infractions only by their own students affecting their own divisions, no effective sanction was possible.

Eric McKee, assistant vice-president (student affairs), agreed with Kruger that the general guidelines fail to deal with circumstances in which the jurisdiction of a division does not clearly apply. He did feel, however, that the

guidelines allow divisions to impose penalties such as denying access to a class — even if those penalties ultimately have academic consequences.

Joanne Philpott commented that, given the different interpretations, it would appear that the regulations on penalties in the guidelines are unclear, and should be re-written.

The committee asked McKee to draw up a report on the history of the development of the guidelines. They also asked for the administration's opinion on whether or not it would be possible to establish a code on non-

academic offences that would apply to the whole University.

Gordon Romans warned the committee, however, that when the guidelines were drawn up it was impossible to arrive at a consensus on a code for the whole University and that delegation of authority to the divisions was preferable to having no policy at all. McKee said that students and divisional heads had resisted a comprehensive policy.

At the meeting, the committee approved Innis College's code. The only other divisional code drawn up and approved is Scarborough College's.

Cinader Prize

Ann Davis has been awarded the 1987 Hardi Cinader Prize in Immunology. The award goes to the graduate student completing the doctoral program who best reflects the goals and life of Dr. Cinader — a broad scientific culture and an interest in both the sciences and the arts.



Students, students, everywhere

Approximately 12,000 students took part in the annual summer job fair hosted by the Career Centre

Feb. 3-4 in East and West Halls at U.C. Over 100 employers interviewed students, talked about potential

employment opportunities, and presumably collected a few thousand résumés.



Rivi Frankle

Frankle named executive director of alumni affairs

Rivi Frankle, director of the Career Centre, has been appointed executive director of the Department of Alumni Affairs. The Committee on Campus & Community Affairs approved the appointment, effective April 1, at its Feb. 3 meeting.

After receiving her BA from U of T in 1968 and a diploma from the Institute of Child Study, Frankle joined the University staff as a research assistant at the institute. In 1971, she became a career counsellor at the centre and was appointed director in 1974. Under her direction, the centre's operations grew considerably, its budget increasing from \$150,000 to more than \$1 million.

Frankle's determination to involve U of T graduates in helping students find careers has already given her a lot of contact with alumni. Of her new position, she said, "I'm very excited and looking forward to working together with the alumni and the rest of the University to achieve our goals."

Frankle replaces Bert Pinnington, who is moving to the Department of Development to set up a planned giving program after 14 years as director of alumni affairs.

Debate on language teaching methods

by Judith Knelman

In an effort to bring high school and university language teaching techniques closer together, the Faculty of Arts & Science has organized a lecture and discussion for Friday, Feb. 12 in room 179 at University College from 1 to 4 p.m.

Helen Mitchell, an education officer with the Ministry of Education, will speak on implications for university language teaching of the new high school curriculum guidelines for modern languages. Her talk will be followed by a panel discussion and comments from the audience. Members of the panel are Marcel Danesi (moderator) of Italian studies, J.F. Burke of Spanish and Portuguese, C.H. Bedford of Slavic studies and R.H. Farquharson of German.

High school teachers who have a professional development day on Feb. 12 have been invited to attend, as have faculty members from across the University. Though the lecture centres on modern languages, said Danesi, the issue behind the difference in approaches extends to many other disciplines. Basically, it is a question of whether it is more effective to make learning fun and practical, as high schools tend to do, or to make it thorough by imposing a structure on it, as is done in university.

Since expectations of how learning is to take place are very different in high schools and universities, Danesi said, the teachers at one level often mistrust those at the other. "This discussion is meant to try to break down that barrier."

In high school, there is a tendency to emphasize concrete information. High school language teaching tends to focus on the skills that facilitate communication. In university, students encounter a more formal, grammar-oriented approach.

"A language student who can't speak the language has wasted his time," said Danesi. "A mathematician who can't solve problems isn't of any use. But can someone solve problems without being taught to add and subtract? There has to be a happy medium between activism and formalism."

Danesi feels that each approach would benefit from exposure to the other. High school teachers would do well to drill students in basic grammar. University teachers would assist their students if they modified their abstract approach to make it more basic and practical. "Since I went to school, the whole thing has been turned around. The high school

experience is more humanistic, holistic and group-oriented now."

Danesi would precede an explanation of the indefinite article with practical examples and drill like this:

un espresso, per favore
un cappuccino, per favore
una limonata, per favore
un'aranciata, per favore

Once you've mastered these phrases, which you're motivated to do because you know you'll use them in ordering drinks in Italy, you understand how the indefinite article is used. It's filed away in your mind because the information is meaningful to you. The explanation is tagged to words you need.

Cross-appointed to the Faculty of Education as an instructor in methodology, Danesi has read widely on the subject of how learning works. "My experience in the classroom — and the literature bears this out — is that the brain is ready to go from concrete experience to abstractions. Our university language courses tend to go from abstractions to concrete experience." In other words, you learn by collecting specific information and then generalizing. As Gian Battista Vico, an 18th-century Neapolitan philosopher, said, "What's the use of teaching grammar to someone who doesn't know the language?"

New treatment can cut liver death rate in alcoholics

Dr. Hector Orrego, a gastroenterologist, and Yedy Israel, a pharmacologist, both at U of T and the Addiction Research Foundation, have concluded from a clinical trial of a thyroid drug that the death rate from cirrhosis and alcoholic liver disease can be halved. The drug appears to protect the liver against a lack of oxygen caused by alcohol.

Alcoholic liver disease affects about 20 percent of alcoholics. More than 100,000 people die each year of cirrhosis of the liver.

The scientists gave the drug, propylthiouracil, to half the 310 chronic alcoholics in the study, all of whom were showing signs of liver disease. The others were given a placebo. Compliance and the rate of drinking were measured by means of urine samples, which the patients agreed to mail in daily.

In many cases, by the time an alcoholic is able to quit drinking, the liver has already been damaged. But those who took the drug and reduced their intake of alcohol significantly had a 2.8 percent mortality rate compared to 26 percent for the control group. Those who continued to drink very heavily received virtually no protection from the drug: the mortality rate of this group was 22 percent. The mortality rate of the entire group receiving the drug was 13 percent.

The findings of the two-year study were published in the Dec. 3 issue of the *New England Journal of Medicine*. The study represents 15 years of basic scientific research and clinical application. The team hopes now to adjust the dosage so that heavier drinkers may be given more protection.

New smoking policy approved

The University has a new smoking policy that conforms to by-laws recently approved by the City of Toronto. Governing Council adopted the policy Jan. 21.

It says local plans "may provide for phased implementation of a smoke-free environment," but no target dates are included.

Under the new policy, administrators, in consultation with the staff members involved and health and safety committees, must develop plans to reduce exposure to tobacco smoke in their workplaces. If agreement cannot be reached between non-smokers and smokers in a particular workplace, then smoking will be prohibited.

The plans are to be developed by June 1. For further details, see page 8.

POSITIONS ELSEWHERE

Notice of the following vacancies outside the University has been received by the Office of the President.

University of Victoria
University Librarian
Appointment effective July 1, 1988. Applications must be received by February 15 and should be addressed to: F. Murray Fraser, Vice-President Academic, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2

University of Pittsburgh
Vice-Provost, Research and Graduate Studies
Credentials justifying faculty appointment required. Send applications to: Rudolph H. Weingartner, Provost, University of Pittsburgh, 801 Cathedral of Learning, Pittsburgh, PA 15260

Colgate University
President
Applications and nominations to: Gary L. Ross, Secretary, Colgate University Board of Trustees, Hamilton, NY 12060

University of Wisconsin — Stout
Chancellor
Appointment effective July 1988. Nominations or letters of interest should be received by February 15. Send to: Dr. Carlyle Gilbertson, Chairperson, Chancellor Search, University of Wisconsin — Stout, Menomonie, WI 54751



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KNELMAN'S NOTEBOOK

Most students struggle at university to acquire a degree. But not all. At Dalhousie recently the senate rescinded a BSc in psychology granted to a student against his wishes. He didn't graduate last May because though he had completed the requirements he owed tuition fees and library fines. In the summer, he paid these off, having decided to go on to an honours program in sociology and psychology, whereupon the registrar's office automatically informed the senate that the account had been settled, and the senate automatically awarded him the degree. The registrar's office then took back the student's acceptance into the double honours program and told him that if he was going to get a second degree he'd need more credits.

There are several morals to this story, depending on your point of view.

* * *

A survey by U of T's Faculty of Management shows that many BComs and MBAs earn \$200,000 a year, while doctoral graduates earn about \$52,000. Perhaps they didn't realize it was possible to have a degree rescinded.

* * *

High school students in BC will be carrying "passports" under a plan dreamed up by the provincial government to reward those who get high marks. Those at the top of the class — perhaps the top 30 percent — will receive stamps that can be turned into money to be used in the post-secondary system. The rationale seems to be that these "shoppers" will eventually turn their college or university diplomas into salary credits. Is it too fanciful to suggest that if the wind blows this spirit eastward the Department of English and the Department of French change their names to Broadway and Park Place?

* * *

An interesting service for students was advertised in the newspaper of Jan. 20. "Pre-marking evaluations" or "fine tuning" of essays can be had for \$12 an hour.

* * *

As Ray Conlogue pointed out in *The Globe and Mail*, student productions aren't often sold out. Even less often do they get rave reviews in the daily press. *The Language of Love*, a collection of scenes and readings from the works of Bertolt Brecht put together and directed by Uta Birnbaum for the University College drama program, did both. Birnbaum is director-in-residence at UC this year.

The next show at the UC Playhouse will be the world premier of a new play by Birnbaum's husband, Stefan Schutz, playwright-in-residence at the college, *Monsieur X*, from March 29 to April 2.

* * *

Governing Council last month approved a change of name for the Division of Institutional Relations, which some said sounded like a collection of mental hospitals or penitentiaries, to the Division of Development and University Relations. Council chairman St. Clair Balfour said the suggestion that the name be changed to Development and University Affairs was vetoed on the ground that "we don't have affairs at U of T."

Because the meeting happened to be on the same day (Jan. 21) as his

55th wedding anniversary, Balfour was presented with a bottle of champagne. Council had just passed an alcohol policy for the University, so Mike Uzumeri handed it over wrapped in a file folder.

* * *

The Journal of the Addiction Research Foundation says the more times you try to quit smoking, the easier it gets. This encouraging advice comes from Lynn Kozlowski, head of behavioural research on tobacco use at ARF and a member of U of T's Departments of Preventive Medicine & Biostatistics and Psychology. The odds of permanent success from anyone who is serious are about one in five, he says, but they go up to three in five with repeated tries.

* * *

The University of Manitoba's School of Art recently exhibited hundreds of cigarettes handed over by smokers who had decided to quit. The artist, Aganetha Dyck, offered to turn anyone's last cigarette into an art object by including it in her collection, then returning it after the exhibition. Her previous works include fried and canned buttons and woollen clothing machine-washed and shrunk to uselessness.

* * *



The Faculty of Arts & Science and University College have come up with an unusual fundraising project. They're selling notecards (eight for \$10) illustrated with sketches of Georgian Bay by Percy Robinson, father of retired math professor G. de B. Robinson and friend of the Group of Seven. Percy Robinson, a graduate of UC, taught Latin and Greek at St. Andrew's College from 1899 to 1946. In 1922 he was invited to exhibit 25 sketches with the Group of Seven. These now hang in the corridor of the UC Union.

The cards are available from Elizabeth Wilson in room 2007 of Sidney Smith Hall or the alumni office in room D105 of UC.

* * *

A U of T doctoral student has solved the riddle of how a parasitoid wasp knows how many eggs to lay in the eggs of host insects. The wasp fits the number laid to the size of the host. Jonathan Schmidt, now an NSERC post-doctoral fellow in the Netherlands, showed that the wasp determines volume by measuring the time it takes to climb onto the egg and walk over to the side. His findings are described in an article written with his supervisor, Berry Smith of zoology, in a recent issue of *Science* and, in less detail, in the zoology department's newsletter, *Vital Signs*.

* * *

Father Owen Lee, classics professor at St. Mike's, is heard frequently on the Saturday afternoon Texaco Metropolitan Opera broadcasts as a commentator and quiz panellist. The latest issue of the *St. Michael's Bulletin* informs Father Lee's fans that Plácido Domingo will be singing between intermissions on Feb. 27.

IMS wins design, video awards



THE STAFF OF AESCULAPIUS

IMS Creative Communications, a division of the Faculty of Medicine, recently won several prestigious awards for graphic design and video productions.

In spring 1987 IMS received a first place award for logo design in the annual international competition held by the Health Science Communications Association. The logo, created for Toronto Western Hospital, combines the universal symbol of the medical arts, the staff of Aesculapius, with the initials "T" and "W".

In November "Nutrition and Your Baby," a videotape and brochure produced for the H.J. Heinz Company, won first place in the central region competition of the International Television and Video Association.

In December IMS won first place in the slide/sound multimedia production category in a Canada-wide competition held by the Health Care Public Relations Association. "Without Your Baby," a videotape and booklet, was produced for the North York General Hospital to assist parents whose babies were stillborn or died shortly after birth.

TW

THE TORONTO WESTERN HOSPITAL MONOGRAM



THE TORONTO WESTERN HOSPITAL LOGO

St. Michael's to sell land

Pending the approval of city council, St. Michael's College will sell about 2.5 acres of land on the west side of Bay Street between St. Joseph and St. Mary Streets to the Tridel Group of developers.

Rev. James McConica, president of St. Michael's, said the future of the development now depends on negotiations regarding density and siting between Tridel, a condominium builder, and the City of Toronto. The approval process could take several months, McConica said.

The Tridel plan, selected by St. Michael's from 14 proposals, calls for one office tower set back from Bay and a lower building fronting the street. The design preserves about half the college playing field, which will remain the property of St. Michael's.

McConica said he will not reveal the purchase price of the land until Tridel reaches an agreement with the city and receives the necessary permits to build. According to published estimates, the property is worth about \$20 million.

The college decided to accept the Tridel proposal at a meeting of the Collegium, its governing body, Dec. 15. The money made from the sale will become an endowment fund to offset operating and capital costs in the years ahead.

The decision to sell the land and invest the proceeds was precipitated by projections showing a decline in the number of

priests and nuns available as faculty members in the years ahead. The donation of their services has, in the past, significantly offset the college's operating expenses.

Fellowships for diabetes research

The Hugh Sellers fellowship, an annual post-doctoral award in the Banting & Best Diabetes Centre, is awarded to an applicant proposing to do research relevant to diabetes.

A candidate must hold an MD, DDS, DVM or PhD or equivalent degree. The amount of the award is \$22,550 to \$27,500 depending on previous experience and is for one year. Because of the small number of fellowships available, candidates are encouraged to apply to other agencies and evidence of this should be submitted as part of the application along with a letter in support of the application from the potential supervisor.

Details about the program and application forms are available from the Banting & Best Diabetes Centre, 3 CCRW — 845, Toronto General Hospital, telephone 978-4656. Deadline for submission is March 1.

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Provostial review committee Faculty of Dentistry

In accordance with University policy, the provost will undertake a review of the Faculty of Dentistry to coincide with the conclusion of the term of the incumbent dean, Professor A.R. Ten Cate. The purposes of the review are to inform the subsequent decadal search process, and to inform the Provost's Office and the Faculty of Dentistry with respect to the faculty's strengths and weaknesses.

Terms of reference

The review committee will examine, comment upon and make recommendations concerning: (1) the status and quality of the academic activities (i.e.,

teaching and research) of the faculty, including an assessment of academic support services and of the faculty's relationships with other academic divisions of the University; (2) the effectiveness of (a) the faculty's governing structure in setting policy, goals and priorities and (b) the faculty's administrative structure in meeting these aims and objectives and in supporting the faculty's academic activity; (3) the relationships of the faculty with external agencies at all levels, e.g., governments, the profession, the Royal College, other universities, etc.

Membership

Dr. C.H. Hollenberg, vice-provost, health sciences (*chair*); Professors Rose Sheinin, vice-dean, School of Graduate Studies; D.G. Perrier, dean, Faculty of Pharmacy; K.L. Moore, associate dean, basic sciences, Faculty of Medicine; R.P. Ellen, H.B. Gelfand and Dorothy McComb, Faculty of Dentistry; and W.J. Dunn, Faculty of Dentistry, University of Western Ontario, and council member, Royal College of Dental Surgeons of Ontario; and Sister Christine Gaudet, president, St. Michael's Hospital; Lesley Ellies, graduate student and Joseph Zoldos, undergraduate student, Faculty of Dentistry; and David Keeling, assistant vice-provost, health sciences (*secretary*).

In order that it may be as well informed as possible, the committee invites comments and suggestions from members of the University community. Submissions should be sent to David Keeling, Office of the Vice-President & Provost, room 225, Simcoe Hall, by February 29.

AUCC listings

Academic and Administrative Officers at Canadian Universities 1987-1988 has recently been published by AUCC Publications, 151 Slater, Ottawa, K1P 5N1. The 235-page book lists names, academic credentials and individual telephone numbers for officers at each of the 83 member institutions of the AUCC. Cost is \$10.

Congratulations

On U of T Day, Joy Alexander and Peg McKelvey won a copy of the *Historical Atlas of Canada, Volume I, From the Beginning to 1800* in the map-reading contest at the historical atlas display — part of the Humanities Research Fair at University College.



Irish poet wins points

Uof T has done a lot for Irish writing, poet Seamus Heaney said during an afternoon lecture on Yeats Jan. 29. One reason for this is his "old friend Ann Saddlemyer," who teaches in the English department at Vic and the drama centre. Later that evening Heaney read his

own poetry to an enthusiastic audience at Northrop Frye Hall. Considered to be one of the best English language poets in the world, Heaney did not disappoint the audience. The reading had to be moved at the last minute to a larger room to accommodate the overflow crowd.

Search Committee

Sir John & Lady Eaton professor of medicine

A search committee has been established to recommend the Sir John and Lady Eaton professor of medicine and chairman of the department for a five-year term beginning July 1, 1988. Members are: Dean John H. Dirks, Faculty of Medicine, (*chairman*); Professors Joe T. Marotta, associate dean, clinical and institutional affairs, Faculty of Medicine (*vice-chairman*); Ross Fleming, assistant dean, undergraduate affairs, Faculty of Medicine; Anthony Melcher, associate dean, Division IV, School of Graduate Studies; Donald Cowan, director, Oncology Coordinating Council, and Department of Medicine, Sunnybrook Medical Centre; Michael J. Sole, Department of Medicine, Toronto General Hospital; Bernadette Garvey, Department of Medicine, St. Michael's Hospital; Karl L. Skorecki, Department of Medicine,

Toronto General Hospital; Claire Bombardier, Department of Health Administration and Department of Medicine, Wellesley Hospital; Bernard Langer, Col. R. Samuel McLaughlin professor and chairman, Department of Surgery; Harry Schachter, chairman, Department of Biochemistry; and Lou Siminovich, director, Research Institute, Mt. Sinai Hospital, and Department of Medical Genetics; and Dr. John C. Laidlaw, executive director, medical affairs, Canadian Cancer Society; Vickery Stoughton, president, Toronto Hospital Corporation; and Gerald P. Turner, president, Mt. Sinai Hospital.

The committee would welcome any comments or suggestions regarding this appointment. These may be communicated, preferably in writing, to the chairman or to any member of the committee.

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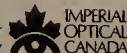
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Microbiologist studies risks of beach pollution

by Patrick Donohue

Remember the mother in the nursery rhyme who sent her daughter off to the beach for the day with the warning "Don't go near the water"? She may have been anticipating the findings of Patricia Seyfried's research.

Seyfried's studies have shown conclusively that increases in the amounts of bacteria in the water lead to increases in the numbers of diseases among swimmers. While that relationship had been shown in studies in the US, Seyfried's work established for the first time that it also applies to the particular conditions of Canadian waters.

In recognition of the importance of her studies, the provincial Ministry of the Environment has given Seyfried an award for excellence in environmental research. The award, one of four given to environmental researchers at Ontario universities, was presented to Seyfried in November by Jim Bradley, minister of the environment.

Seyfried, a member of the Department of Microbiology with cross-appointments to community health and chemical engineering, has helped to establish the validity of the provincial government's standards for closing beaches due to pollution. While Ontario closes beaches when fecal coliforms (bacteria excreted in feces) reach a level of 100 per 100 millilitres of water, officials in other parts of Canada and in the US don't close beaches until pollution reaches twice that level. But Seyfried's studies have shown that even at fecal coliform levels lower than 100 per 100 millilitres of water, swimmers are already exposed to a risk of infection or illness six times greater than that of non-swimmers.

Bacteria levels aren't the only factors in determining the risk of disease for swimmers however. A lot has to do with the susceptibility of the person to the disease, Seyfried says. The age of swimmers is one factor. Those under 19 are more vulnerable than older swimmers. And children who have tubes in their ears or who have had ear infections the



Patricia Seyfried

previous year are "almost certain" to be infected.

Ironically, muggy conditions leading to severe water pollution and beach closings in conservation areas almost prevented Seyfried from carrying out a 1983 study funded by the province. "We were struggling desperately to keep one step ahead of the beach closings."

Armed with clipboards and wearing bright yellow T-shirts identifying them as official researchers, some 40 students from Seyfried's introductory microbiology course combed the beaches to interview swimmers and non-swimmers. On a good day, about 250 people in each group were contacted. Meanwhile, at least two samples of water from each site were analyzed for a bacteria count.

A few days later, the researchers con-

ducted follow-up telephone surveys to find out whether any ailments had occurred. While some swimmers experienced symptoms like stomach-ache and diarrhoea, the bacteria in the water more frequently produced respiratory problems — stuffy noses and sore throats.

In studies of Lake Ontario and Lake Erie, Seyfried has found a deadly amoeba — *naegleria fowleri* — that has been blamed for the deaths of five swimmers in Florida. Entering through the nasal passages and travelling to the brain, the amoeba causes encephalitis. However, after checking with Toronto hospitals, Seyfried found no deaths attributable to it. Perhaps such deaths did occur but doctors hadn't identified the amoeba as the cause, she reasons. On the other hand, it's possible that the relatively cool water prevented the amoeba from reaching a fatally virulent stage.

One aspect of Seyfried's studies has been the relationship between chemical and bacterial pollution. She has not found that increases in chemical pollution coincide with increases in bacterial pollution. She has found, however, that certain kinds of chemical pollution — the effluent from the pulp and paper in-

dustry in St. Catharines, for instance — distorts the readings of bacterial pollution tested by conventional methods, making it seem higher than it is. This could mean that sometimes beaches are closed unnecessarily. One result of her studies will be an attempt to devise more precise measures of bacterial pollution.

Apart from the benefit of her studies to public health, they also give Seyfried's students a taste of research which helps them decide whether or not they want to pursue careers in the field. Some were surprised, though, by the discovery that it was expedient when conducting interviews to introduce themselves as government researchers rather than U of T students. Apparently, there's a lot of resentment out there among the beach-going public towards supposedly "elite" university students.

"The ideal interviewers would be motherly-looking, middle-aged housewives," Seyfried says. Unfortunately, her research budget can't afford them. Her students receive the minimum wage for their work.

Since conducting the beach pollution studies, Seyfried has moved on to detective work on the sewer systems of Toronto. Her mission: to track down illegal connections of toilets to storm sewers. She does it by zeroing in on sources of human fecal bacteria in streams into which storm sewers empty.

Tossing off names of sewer trunk lines as casually as most Torontonians refer to the subway lines, Seyfried laughingly says she's known in some circles as the "sewer lady." That seems an incongruous label for the gracious and soft-spoken Seyfried. She doesn't actually traipse about in hard hat and rubber boots in the bowels of Toronto. The public works department provides samples of sewer water for analysis.

A wide variety of other projects call on her expertise. For instance, she's chairing a committee looking into a proposal for a new method for waste disposal from Toronto's hospitals. And she has been asked to help with a study of the water quality in swimming pools in Shanghai. Her determination to expose every source of germs that pose a threat to human health has produced this lament from her students: "We used to enjoy food and sex before we took your course."

Connaught senior fellowships

The Connaught Committee has awarded four senior fellowships in the humanities and social sciences for the 1988-89 academic year.

Fellowships provide support for individual scholars working independently on projects for which released time is the *sine qua non*. The fellowships are a reward for past research and scholarship and a means by which U of T scholars of proven excellence can be assisted to further academic achievement.

Up to eight senior fellowships may be awarded in any one year, with a maximum of four in each area. Because of current financial constraints, for the 1988-89 year only four were awarded, two in each area. The four Connaught senior fellows, chosen from among 10 candidates, are:

- Professor P.A.R. Bouissac, Department of French. During the fellowship year Professor Bouissac will continue his work in semiotics by writing a book-length essay, *The Staging of Risk*, in

which he will focus on the circus as cultural semiotics (the methodical study of sign systems and patterns of symbolic behaviour). He will examine the concept of risk as a cultural phenomenon by describing, documenting and interpreting the display of real or assumed dangerous situations and behaviour in circus performances in several cultures.

- Professor B.T. Fitch, Department of French. Professor Fitch will continue his critical studies of 20th-century French authors by working on the writings of Maurice Blanchot, a contemporary critic and novelist, beginning with an analysis of Blanchot's fiction, continuing with his criticism and theory and proceeding to theoretical questions.

- Professor D.M. Beatty, Faculty of Law. Professor Beatty will write a sequel to his recently published book on the application of the Charter of Rights to the field of labour law, beginning with the idea that the courts can play an active role in enhancing the democratic character of government and then pursuing questions of procedural and institutional design.

- Professor Raymond Breton, Department of Sociology. Professor Breton will build on his earlier work on ethnicity and race relations. He will examine the way institutions accommodate ethnic and linguistic diversity by formulating a theoretical model to account for existing variations in institutional structures, policies and practices.

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University of Toronto Smoking Policy

Governing Council, at its meeting of January 21, 1988, passed the University of Toronto smoking policy. The policy identifies the need for every workplace, building, or residence to establish a policy and procedures that will lead to the reduction of exposures to second-hand tobacco smoke. The policy requires consultation with staff. However, in conformance with the City of Toronto Workplace Smoking By-Law, where no accommodation can be reached between smokers and non-smokers, the University must prohibit smoking in the affected area.

Local plans are to be developed and implemented by June 1, 1988.

There is an increasing body of evidence to show that exposure to secondhand smoke is hazardous to health. The University recognizes that, because of the addictive nature of tobacco, smokers will need time to adjust; however, we must take the necessary steps to protect the health of all staff and students. We are striving for understanding on the part of both the smoker and the non-smoker to work together for a healthier environment.

Smoking cessation courses will be offered on campus in March. Look for further information on these in the next issue of the Bulletin.

The complete text of the Policy follows.

There is an increasing body of medical evidence which indicates that exposure

to secondhand tobacco smoke is hazardous to health. To enable the University to fulfil its responsibility to provide a safe and healthful work environment for its staff and students, it is necessary that steps be taken to control involuntary exposures to the harmful substances produced by tobacco smoking.

It is the policy of the University that exposure of staff and students to secondhand tobacco smoke shall be reduced to as low a level as possible. The ultimate goal is a totally smoke-free environment. This policy applies to all University buildings and facilities, including student residences.

It is recognized that this goal cannot be reached overnight and that smokers in the community need time to adjust. Implementation may therefore proceed in phases. Plans will be developed and administered based on individual workplaces and buildings.

Principals, Deans, Directors, and Department Chairs are responsible for implementation of this policy in buildings and rooms under their jurisdiction, for communicating it to their staff and students, and for resolving disputes which may arise from its implementation. Concerns about the implementation of the policy may be raised by any staff member or student and will be dealt with locally within the normal supervisory and administrative structure.

Implementation

Principals, Deans, Directors, and Department Chairs shall, in consultation with the staff involved, and the appropriate joint health and safety committees, develop plans leading to the reduction of exposures to tobacco smoke in the buildings and workplaces under their jurisdiction. Within residences, local plans shall be developed by the residence administrators in consultation with the student residents.

Plans shall be developed by June 1, 1988 and shall conform to the following guidelines.

- (1) Ventilation systems generally recirculate air within buildings; where such is the case, plans should take into consideration the entire building rather than individual workplaces only.
- (2) Plans may provide for phased implementation of a smoke-free environment.
- (3) Plans may include the designation of both smoking and non-smoking areas. Areas designated as smoking should be located to take best advantage of existing ventilation such that exposure of non-smokers to passive smoke is minimized.
- (4) Assignment of rooms in residences should take into account the smoking preferences of the residents.
- (5) Where a work area has been designated as non-smoking this should

be communicated to new staff members during the selection process.

(6) All classrooms, theatres, and public use and meeting areas should be designated as non-smoking. Cafeterias and lounges may, as an interim measure, provide separate smoking and non-smoking areas.

(7) Plans should not require expenditures for partitions or alterations to ventilation systems to accommodate smoking.

(8) Where smokers and non-smokers cannot agree on implementation within a specific work area, smoking shall be prohibited in that area. To assist staff members and students who wish to stop smoking, the University will provide smoking cessation workshops on campus.

The policy and its application will be reviewed by the Office of Environmental Health and Safety after a period of one year.

Rationale for Controlling Secondhand Smoke

Passive smoking is the term often used to describe the involuntary inhalation of tobacco combustion products by non-smokers who share the same air space or ventilation system with active smokers.

Inhalation of tobacco smoke during active smoking is the largest single preventable cause of premature death and disability in Canada. Health and Welfare Canada estimates that over 30,000 Canadians die annually from preventable, tobacco-related diseases; about 12,000 from lung cancer, 6,000 from emphysema, and 14,000 from coronary heart disease. The U.S. Surgeon General, in his 1985 report, concludes that, for the majority of American workers who smoke, cigarette smoking represents a greater cause of death and disability than their workplace environment.

The health risks of involuntary or passive smoking are smaller than the risks of active smoking but are qualitatively the same. The 1986 report of the U.S. Surgeon General concludes unequivocally that involuntary smoking is a cause of disease, including lung cancer, in healthy non-smokers. This conclusion is based on a growing body of reputable experimental and epidemiological evidence.

Constituents of Secondhand Smoke

Sidestream smoke, given off by the burning tip of a cigarette, pipe, or cigar contains large numbers of toxic and carcinogenic chemicals. Among these, are benzo(a)pyrene, N-nitrosamines, 2-naphthylamine and 4-aminobiphenyl which are powerful carcinogens for which the acceptable exposure limit set by the American Conference of Governmental Industrial Hygienists is zero. The regulations of the Ontario Ministry of Labour state that all exposures to these chemicals should be avoided. Tobacco smoke also contains relatively high amounts of other carcinogens such as benzene, cadmium, nickel, and radioactive polonium-210. Any of these chemicals, if found in an industrial or laboratory environment would be subject to strict regulatory control.

It has been shown that the constituents of secondhand tobacco smoke are present in the bodies of non-smokers. The level of cotinine (a metabolic breakdown product of nicotine) in urine or blood is accepted by most experts as a reliable indicator of smoke exposure. Cotinine levels in non-smokers in a typical worksite where about one-third of the workers smoked

were similar to those of light smokers. A Japanese study showed elevated levels of cotinine among non-smokers living in homes where someone regularly smoked a pack or more cigarettes per day. A U.S. study has concluded that a non-smoker who shares a medium-sized office with two other people, one of whom smokes, inhales the equivalent of five low-tar cigarettes per day.

Epidemiological Evidence

At least six epidemiological studies conducted around the world show a statistically significant correlation between lung cancer and involuntary exposure to tobacco smoke. A number of the studies have shown a dose-response relationship between the level of environmental tobacco smoke and the lung cancer risk. The data do not permit an accurate determination of the magnitude of the risk to non-smokers. However some estimates by Health and Welfare Canada and the U.S. Environmental Protection Agency suggest it could be as high as six to seven lung cancer deaths per 100,000 involuntary smokers.

The rationale for restricting exposures to secondhand tobacco smoke at the University of Toronto is expressed best in the conclusions of the 1986 report of

the U.S. Surgeon General on the health effects of environmental tobacco smoke exposure. These are:

(1) Involuntary smoking is a cause of disease, including lung cancer, in healthy non-smokers; and

(2) The simple separation of smokers and non-smokers within the same air space may reduce, but does not eliminate, the exposures of non-smokers to environmental tobacco smoke.

For further information on this policy, call the Office of Environmental Health and Safety at 978-4467.



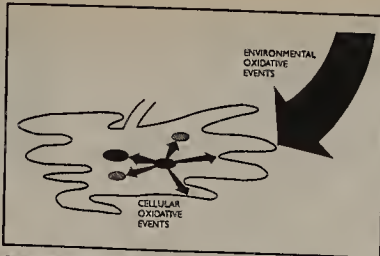
New hope for Parkinson's patients

by Patrick Donohue

Toronto Western Hospital is participating in a \$10 million study which inaugurates a new era in the treatment of Parkinson's disease, says Dr. Anthony Lang, director of the hospital's movement disorder clinic and a professor in the Department of Medicine.

Funded by the US National Institute of Neurological and Communicative Disorders and Stroke, the study involves 27 centres in the US and Canada and focuses on the effects of two new drugs: deprenyl and tocopherol. Hence, the name of the study: DATATOP (Deprenyl And Tocopherol Antioxidative Therapy Of Parkinsonism).

Parkinson's disease, which afflicts about a million Canadians and Americans, is caused by the death of brain cells that produce dopamine, a neurotransmitter necessary for normal movement. The disease causes an increasing



Brain cell exposed to internal and environmental stresses of oxidation.

loss of motor ability. Early symptoms may include mild shaking of the hands or feet, softness of speech, decreased facial expression and less swinging of the arms when walking. Any adult can get the disease, but those over age 55 are more vulnerable. About two percent of North Americans over age 65 suffer from Parkinson's.

'What causes the death of the dopamine-producing cells? Researchers don't know for certain, says Lang. They

suspect, though, that the cell membranes are damaged by oxidation caused by certain free radicals (for instance, hydrogen peroxide and superoxide), which are by-products of metabolism. The healthy body disposes of these free radicals, but the ability to do so is reduced by Parkinson's disease.

Another cause of the disease could be the introduction of free radicals in certain toxins. For instance, it has been found that the toxin MPTP, a by-product of "designer drugs" used by some addicts, has produced symptoms very like those of Parkinson's disease.

The drugs used in DATATOP are expected to have a three-fold effect. Deprenyl should block the production of the free radicals in metabolism. Assuming that another cause of Parkinsonism is the introduction of free radicals to the body in toxins, the drug would provide additional protection by blocking the toxicity of those free radicals. Tocopherol, a form of Vitamin E, would protect cell membranes by "scavenging" the free radicals.

Formerly, the only treatment available for Parkinson's disease was to administer one of the various forms of levodopa or bromocriptine, drugs which replace or mimic lost dopamine. While this treatment temporarily controls symptoms, it does not halt the relentless progression of the disease. Some patients suffer adverse effects from long-term treatment with the drugs.

Researchers hope, however, that the drugs in the DATATOP project will slow the death of the dopamine-producing cells, thereby delaying the need for treatment with drugs that control symptoms. If so, the study will have produced information which could shed light on the mechanisms of diseases like Alzheimer's, says Lang. The study could also provide a clearer picture of how age-related factors influence premature nerve cell death.

Some 800 patients who show early symptoms of Parkinson's disease will be involved in the study. Toronto Western will treat about 20 patients in the project and has already enrolled about half that number. In the double-blind study, patients will have a 75 percent chance of receiving at least one of the experimental drugs. Participants will be assigned at random to four groups for treatment with deprenyl, tocopherol, both drugs, or a placebo.

Each patient's health will be assessed at three-month intervals over two years. The study will continue until 1992.



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The myths we might not live by

Stephen Lewis disclaimed several "myths" about himself during his Jan. 23 talk at UC's Symposium 10, *Mythologies and the Myths We Live By*. He said that he was not, in fact, a graduate of U of T, and that he still is a Tory basber, although currently "in aheyance."

Realizing that he knew nothing

about mythology, Lewis stayed up the night before his talk to read Roland Barthes' *Mythologies*, only to find it "incomprehensible." Lewis also quoted a passage from the final pages of the book where Barthes describes himself as intentionally dense and misleading.

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The University's Position on Racism

The following is a statement from
 President George Connell.

The University of Toronto is situated in the heart of a cosmopolitan city and a country that has opened its doors to people of all nations. By virtue of this and the University's own reputation internationally, the members of this community reflect a wide and diversified racial and ethnic ancestry. Indeed, the very nature of an institution of advanced learning is to foster and attract diversity which enriches the experience of its members, and to provide leadership to the wider community in the area of human rights. For these reasons, there is an obligation on the part of the members of the University to demonstrate awareness, openness and fairness with respect to this diversity.

From time to time, the ability of the University to deal with racism has been questioned. In addressing these concerns, we should bear in mind that the University is an institution with various responsibilities to its members. Amongst other roles, the University is a provider and producer of knowledge, an employer, and a landlord. Some of these relationships have parallels outside the University while others are unique.

There are a number of policies which define the rights of parties in each of these relationships, and procedures for dealing with any violations. The following is a summary of the principal rules which prohibit racism and, indeed, other forms of discrimination.

1. Academic Matters

i) *The University of Toronto Code of Behaviour on Academic Matters* states that the University has a responsibility to protect the integrity and standards of the teaching and learning relationships, and of the University's degrees, diplomas and certificates. Accordingly, the Code notes that "all members enjoy the right to the fullest possible freedom of enquiry" including "the freedom from discrimination on the basis of sex, race or religion." All members of the teaching staff and the student body must conform to the standard of conduct as outlined in the Code. If a violation of the Code occurs, the complainant as a first measure should take his or her grievance to the departmental chair or head of the unit concerned.

ii) *The Policy on Student Awards* states that the terms and conditions of awards established by the University shall be free of criteria based on personal origin, colour, ethnic origin, sex, creed, age, marital status, family status, sexual orientation, or handicap. Notwithstanding these conditions, the University may from time to time establish awards specifically intended to improve the participation of particular groups of students. If it is believed that an award was made or denied based on any of the prohibited criteria, a complaint may be taken to the Director of Student Awards, Ms. Karel Swift.

iii) *The International Cooperation Policy* notes, with respect to cooperative academic ventures in other countries, that while the University values such cooperation it does so only to the extent that the agreements do not violate its own interpretation of

fundamental human rights and freedoms. All agreements and contracts must contain a clause expressing the University's intention to select participants for the project or exchange on the basis of merit without regard to race, national or ethnic origin, colour, religion, age, sex, marital status or physical handicap except where any one or more of such attributes is a *bona fide* requirement, qualification or consideration for participation in the particular project or exchange. Further details may be obtained from the Office of International Cooperation.

iv) *The Policy on Foreign Students* welcomes the presence of students from other cultures at the University. It stipulates that academic merit is the primary criterion for admission of foreign students and that, once admitted to a degree program, a foreign student will have access to courses required to complete that program on the same basis as all other students.

2. Employment Relationships

The Employment Equity Policy which governs all employment relationships at the University states that "the University will not under any circumstances permit employment practices and procedures in contravention of the Ontario *Human Rights Code, 1981*, which prohibits discrimination in employment on the grounds of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, handicap, age, family status, marital status, or record of offence." Moreover, one of the aims of the policy is to achieve a more heterogeneous distribution and balance (with respect, for example, to gender and minority groups) in staff complement across ranks or job levels, and employment categories.

Through the office of the Employment Equity Coordinator, Ms. Mary Lynne McIntosh, the University will foster and endorse behaviour that advances employment equity; examine and revise any policies and practices that unreasonably prevent or limit equality in employment in hiring, promotion, remuneration, training or working conditions; and monitor University documents and official communications to ensure that they are free of discriminatory language.

The University is also a signatory of the Federal Contractors Program under which it has undertaken to survey its workforce to determine its make-up with respect to gender, visible minorities, Native Canadians, and persons with a disability. These data will subsequently be compared with availability data.

A number of other personnel policies, agreements, and procedures prohibit discrimination in the workplace and outline grievance procedures:

i) For Faculty and Librarians: Articles 7 and 9 of the *Memorandum of Agreement* between the University and the Faculty Association contain the non-discrimination clause and the grievance procedures to be followed in the case of a violation.

ii) For Administrative Staff: *The General Objectives and Principles and the Staff Recruitment, Selection and Hiring Policy* contain non-discrimination clauses. *The Complaint and*

Grievance Procedure outlines the process for resolving complaints.

iii) For Unionized Staff: The collective agreements with unions representing our unionized staff contain provisions regarding discrimination and outline procedures for resolving grievances.

For details of the above policies and procedures, please contact the University's Human Resources Department.

3. Housing and Accommodation

With respect to University residences and the listing of off-campus accommodations as provided by the University Housing Service, the University of Toronto complies with the Ontario *Human Rights Code, 1981*, which states that every person has a right to equal treatment with respect to the occupancy of accommodation without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, age, marital status, family status, handicap or the receipt of public assistance.

Moreover, the *General Principles Regarding Discipline in University Residences* state that the University has a responsibility to regulate the behaviour of students living in its residences to the extent necessary to preserve, among other interests, the rights of individuals. Complaints concerning discrimination with respect to student residences may be taken to the senior administrator responsible for the quality of student life in the residences.

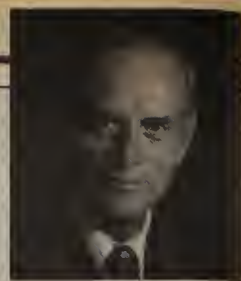
With respect to off-campus housing, members of the University who have complaints of discrimination should consult the Director of the Housing Service, Ms. Shirley Mason.

4. Non-academic Aspects of University Life

The Governing Council in 1986 approved a set of *General Principles for Divisional Discipline Power* which guide divisions in developing procedures with respect to discipline in non-academic matters. Authority is delegated to the colleges, faculties and schools over their respective students. This delegation applies to conduct that, among other things, "jeopardizes good order and the proper functioning of the division's programmes and activities, the safety, rights or property of its members or visitors, or the property of the University." Several divisions have developed or are in the process of developing their own code.

Another avenue of advice and assistance for students is the International Student Centre which has existed at the University since 1953. Foreign students should contact the Director, Ms. Elizabeth Paterson, with their concerns.

If any member of the University community, however, believes that his or her grievance has not been dealt with fairly by the appropriate administrative officers, he or she may direct concerns or complaints regarding discrimination in any of the above areas to the University Ombudsman, Ms. Liz Hoffman. The Ombudsman's function, among others, is to investigate grievances, to provide information about policies, procedures and members' rights, and to bring to the attention of those in authority, gaps or inadequacies in existing procedures that might jeopardize human rights and civil liberties.



Events

LECTURES

Regionalism and its Force in Canadian Society.

Monday, February 8
University Prof. Em. J.M.S. Careless, Department of History; Public Policy and the Canadian Collectivity series. 3050 Sidney Smith Hall. 4 to 6 p.m.
(Political Science)

The Militarization

Agenda: Free Trade and the Defence White Paper.

Wednesday, February 10
Prof. Em. Kenneth McNaught, Department of History; Ernie Regehr, Project Ploughshares; University Prof. Ursula Franklin, Metallurgy & Materials Science; and Leo Gerard, United Steel Workers of America. Panel discussion. Auditorium, Ontario Institute for Studies in Education, 252 Bloor St. W. 7:30 p.m.
(Science for Peace, Voice of Women, Toronto Disarmament Network and Peace Magazine)

Canadian Film: Success or Sellout.

Thursday, February 11
Ron Evans, journalist. Auditorium, Ontario Institute for Studies in Education, 252 Bloor St. W. 5 p.m.
(Forum on the Arts, OISE)

Cystic Fibrosis: Evolutionary Implications.

Thursday, February 11
Prof. Ian Campbell, Life Sciences Division; Anthropology lecture series. Faculty Lounge, Scarborough College. 5 p.m.

Linking Health Care with Its Knowledge Base.

Thursday, February 11
M.A. Flower, library and information consultant; Computers and Society lecture series. 319 Claude T. Bissell Building. 7 p.m.
(McLellan Program and FLIS)

The Myth of Poverty in French Literature of the Renaissance.

Friday, February 12
Prof. François Paré, University of Guelph. Music Room, Wymilwood, Victoria College, 150 Charles St. W. 8 p.m.
(Renaissance & Reformation Colloquium)

Selling Peace to Canadians.

Wednesday, February 17
Ish Teitelbaum, Operation Dismantle. 179 University College. 8 p.m.
(Science for Peace)

Supporting the Arts: The Canadian Alternative.

Thursday, February 18
Ed Bovey, author of "The Bovey Report." Auditorium, Ontario Institute for Studies in Education, 252 Bloor St. W. 5 p.m.
(Forum on the Arts, OISE)

ECG Body Surface Mapping during Heart Catheter.

Monday, February 22
Prof. Guenter Rau, Technical University of Aachen; in conjunction with quarter-century celebration. 412 Roseburgh Building. 4 p.m.
(Biomedical Engineering)

Federal-Provincial Relations and the Canadian Collectivity.

Monday, February 22
Sen. Michael Kirby, former secretary to cabinet for federal-provincial relations. 3050 Sidney Smith Hall. 4 to 6 p.m.
(Political Science)



Prof. François Paré of the University of Guelph will give a lecture on The Myth of Poverty in French Literature of the Renaissance on Feb. 12. See Lectures for details.

SEMINARS

Intrinsic Motivation in Sport.

Monday, February 8
Prof. John Dwyer, University of Saskatchewan. Board Room, Benson Building. 4 p.m.
(P&HE)

Richard Wright's Native Son.

Monday, February 8
Prof. Caesar Blake, Department of English; Crime in Literature series. Solarium, Falconer Hall, Faculty of Law. 4:30 to 6:30 p.m.
(Law and English)

Pharmacokinetics/ Pharmacodynamics of Corticosteroids.

Tuesday, February 9
Prof. Bill Jusko, State University of New York at Buffalo. 519 Pharmacy Building. 9 a.m.
(Pharmacy)

A Knowledge-based Approach to the Design of Model-Model and Model-User Interfaces in a Visual Interactive Environment.

Wednesday, February 10
Prof. Paul F. Kirkpatrick, University of Western Ontario. 211 Roseburgh Building. 3 p.m.
(Industrial Engineering)

Analysis of the Osteoblast Cell Lineage.

Wednesday, February 10
Prof. Jane Aubin, Faculty of Dentistry. 2172 Medical Sciences Building. 4 p.m.
(Pathology)

Julian Huxley, J.S.L. Gilmore and Others Debate the Foundations of Systematics.

Thursday, February 11
Prof. Mary F. Winsor, Institute for the History & Philosophy of Science & Technology; Evolutionary Biology series. Lecture Theatre, ROM Planetarium. 8 p.m.
(Botany and Zoology)

Breeding System in Amelanchier (Rosaceae).

Friday, February 12
Prof. Peter K. Pauls, University of Guelph. 7 Botany Building. 3:30 p.m.

William Faulkner's Sanctuary.

Monday, February 15
Prof. Michael Milgate, Department of English; Crime in Literature series. Solarium, Falconer Hall, Faculty of Law. 4:30 to 6:30 p.m.
(Law and English)

When Is a Food Not a Food: A Food/Folk Medicine Quandry.

Tuesday, February 16
Prof. Frank Chandler, Dalhousie University. 519 Pharmacy Building. 9 a.m.
(Pharmacy)

The Role of Multiple Domains of Discourse in Knowledge Acquisition.

Saturday, February 20
Prof. Stephen Regochei, Trent University. 205 Northrop Frye Hall, Victoria College. 10:30 a.m.
(Toronto Semiotic Circle)

Inventory Service Levels: Practitioners and Mathematicians versus Operational Researchers.

Monday, February 22
Prof. W.A. Donaldson, University of Strathclyde, Glasgow. 4279 Medical Sciences Building. 3 p.m.
(Industrial Engineering)

Theodore Dreiser's An American Tragedy.

Monday, February 22
Prof. Barry Hayne, Department of English; Crime in Literature series. Solarium, Falconer Hall, Faculty of Law. 4:30 to 6:30 p.m.
(Law and English)

MEETINGS & CONFERENCES

Functions of the Ontario Women's Directorate.

Tuesday, February 9
Naomi Alhoim, Ontario Women's Directorate; meeting Women's Network. Croft Chapter House. 12 noon.

Business Affairs Committee.

Tuesday, February 9
Council Chamber, Simcoe Hall. 4 p.m.

OSIS and the New Curriculum Guidelines for Modern Languages: Implications for University Language Teaching and Curricula.

Friday, February 12
Helen Mitchell, Ministry of Education. Panel discussion involving faculty from several language departments and the Faculty of Education to follow. 179 University College. 1 to 4 p.m.
Information: Darlene Myers, 978-4272.

"Towards the Nineties": Networking Perspectives.

Monday, February 15
Sessions in the Lecture Theatre, Claude T. Bissell Building. 9 a.m. to 4:30 p.m.

Standards Update and Technology Developments: X.400 Message Handling System for LANs, Alan Cobb, York University; Fibre Distributed Data Interface, Norm Housley, UTC; Ethernet (802.3), G.J.G. Hicks, McMaster University.

Panel session with all morning speakers.

Application Realities: Implementing Fibre Optic Technology, Douglas Carson, UTC; Corporate LANs, Jeff Whitney, C.I.L.; Global Electronic Mail, Rayan Zachariassen, independent consultant.

Panel session with all afternoon speakers.

Fee: \$25.
Information: Joanne Barteski, 978-4463.

An Afternoon Quest after the Historical Hyksos.

Tuesday, February 16
Sessions in Room 323, old Textbook Store, 4 Bancroft Ave.

New Data: The View from the Immediate North Southern Palestine and the Gaza Strip during the Middle Bronze Age. 2:20 p.m.

An Egyptian Viewpoint: The Second Intermediate Period/Middle Bronze Age "Asiatic" Levels at Tell el-Maskhuta in Relation to Egypt and the Levant. 3 p.m.

Chronological Problems: The Mysterious Numbers of Kings in Egypt during the "Hyksos" Age: The Problems of Egyptian Chronologies of the Second Intermediate Period. 4 p.m.

A Bed too Short: Manfred Bietak's "Egyptian" Datings of the Syro-Palestinian Middle Bronze Age in the Light of Syro-Palestinian Archaeological Evidence. 4:20 p.m.

A View from another Angle: The "Hyksos" Scarabs from Tell el-Maskhuta, New Evidence for the International Chronology of the Hyksos Period. 5 p.m.

Putting It All Together: General Discussion. 5:45 p.m.

Information: 978-3181 or 978-6888.

Measurement of Generic Organic Chlorine Compounds.

Tuesday, February 16 and Wednesday, February 17

First in a series on pulp and paper mill effluents. Session topics include: Characterization and Identification; Generic Analytical Methods AOX, TOC, etc.; Development of Standard Procedures; and Measurement of Organic Chlorine in Pulp. 1102 Sanford Fleming Building. Fee: \$300, students and seniors \$30.
Information: The Pulp & Paper Centre and Chemical Engineering & Applied Chemistry, 978-3062.

Events deadlines

Please note that information for Events listings must be received in writing at the Bulletin offices, 45 Wilcocks St., by the following times:

Issue of February 22, for events taking place Feb. 22 to March 7:

Monday, February 8

Issue of March 7, for events taking place March 7 to 21:

Monday, February 22

Recommended dining

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Noon-2:30, 5-11 p.m., Mon.-Fri. Sat. 5-11 p.m. Closed Sunday.

EXHIBITIONS

FACULTY OF ARCHITECTURE & LANDSCAPE ARCHITECTURE

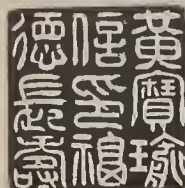
Mes van der Rohe: Architect as Educator.
To February 11
An exhibition from the Illinois Institute of Technology, Chicago; sponsored by the Alumni Association and the Goethe Institute.

Study Abroad: Paris and Rome.

February 8 to February 19
Work of students in Architecture & Landscape Architecture, The Galleries, 230 College St.
Gallery hours: Monday to Friday, 9 a.m. to 5 p.m.

SCARBOROUGH COLLEGE

Boyle Huang.
To February 12
An exhibition of Chinese painting, calligraphy and seal engraving. The Gallery.



Hispanic Art in Toronto.

February 20 to March 11
Artwork by Spanish-speaking artists living in Canada. The Gallery.
Gallery hours: Monday to Friday, 11 a.m. to 4 p.m.

VICTORIA COLLEGE

Masks for Medieval Merriment: Civic and Court Entertainment.
To February 26
An exhibition of theatrical medieval and early Renaissance masks; sponsored by Pocij Ludique Societas and REED, E.J. Pratt Library.
Hours: Monday to Thursday, 8.45 a.m. to 12 midnight; Friday, 8.45 a.m. to 6 p.m.; Saturday, 12 noon to 5 p.m.; Sunday, 1 to 10 p.m.

ROBERTS LIBRARY

Millennium of Christianity in Ukraine.
To February 26
Artifacts, rare and illustrated books, maps, medallions, engravings, icons, paintings and photographs; sponsored by the Ukrainian Librarians Association of Canada and the University of Toronto Library, Main Display Area.
Hours: Monday to Friday, 8.30 a.m. to 12 midnight; Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m.

FISHER RARE BOOK LIBRARY

The Aliquando Press: 25 Years of Private Printing.
To March 31
An exhibition of books and broadsides produced at The Aliquando Press, 2nd floor.
Hours: Monday to Friday, 9 a.m. to 5 p.m.

JUSTINA M. BARNICKE GALLERY, HART HOUSE

February 11 to March 10
Laurent Bouchard.
Paintings. East Gallery.
Cynthia Kemerer.
Watercolour collages. West Gallery.
Gallery hours: Tuesday to Thursday, 11 a.m. to 9 p.m.; Friday and Saturday, 11 a.m. to 6 p.m.; Sunday, 2 to 5 p.m.

COLLOQUIA

The Challenge of Global Change: A Case from Antarctica.
Thursday, February 11
Prof. Michael MacInroy, Harvard University, 102 McLennan Physical Laboratories, 4.10 p.m. (Physics)

Excitatory Amino Acid Receptors in the Central Nervous System.
Friday, February 12
Prof. Linda Nowak, Cornell University, Fell Pavilion, room 6-103, Toronto Western Hospital, 9 a.m. to 12 noon. (Physiatri Neurosciences Unit)

Magnetic Stimulation of the Human Nervous System.
Tuesday, February 16
Prof. Kerry Mills, University of Oxford, Fell Pavilion, room 6-103, Toronto Western Hospital, 1 to 4 p.m. (Physiatri Neurosciences Unit)

PLAYS & READINGS

A Festival of Beckett: Endgame.

Wednesday, February 10 to Saturday, February 13
By Samuel Beckett. Preview, Tuesday, Feb. 9, Graduate Centre for Study of Drama production, 1987-88 season. Robert Gill Theatre, Koffler Student Services Centre. Performances at 8 p.m. Tickets \$6, students and seniors \$4. Preview \$3. Reservations: Monday to Friday, 11 a.m. to 5 p.m., 978-7986.

Knight of the Burning Pestle.

Wednesday, February 10 to Saturday, February 13
By Beaumont and Fletcher. TV Studio One, Scarborough College.
Information and reservations: 284-3152.

MISCELLANY

Feminism, Sexuality and Self.

Wednesday, February 10
Prof. Ruth Colker, Tulane University; legal theory workshop series. Solarium, Falconer Hall, Faculty of Law, 12 noon to 2 p.m. Fee \$8.
Information and registration: Joyce Williams 978-6767. (Law and Clara Brett Martin Workshops)

MUSIC

ROYAL CONSERVATORY OF MUSIC

Royal Conservatory Orchestra.
Friday, February 12
Leon Fleisher, conductor. Church of the Redeemer, Bloor St. W. at Avenue Rd. 8 p.m.
Tickets \$9, students and seniors \$6. RCM box office 978-5470.

Alumni Association Concert.

Sunday, February 14
Featuring a choral and instrumental ensemble from the RCM. Concert Hall, 3 p.m.
Tickets \$5, students and seniors \$3.

Art Gallery Sunday Concerts.

Sunday, February 14
Nelson Lohnes, baritone; and John Hess, piano. Walker Court, Art Gallery of Ontario, 3 p.m.

Violin Master Classes.

Thursday, February 18
Jaime Laredo. Concert Hall, 9 a.m. to 12 noon and 1.30 to 3.30 p.m.
Tickets \$7, free to faculty and students.

Baroque Concert.

Thursday, February 18
Jean Lamon, violin; Colin Tinney, harpsichord; Susan Prior, flute and recorder; and Christina Mahler, cello. Concert Hall, 8 p.m.
Tickets \$8, students and seniors \$5. RCM box office, 978-5470.

Baroque Workshop.

Thursday, February 18 to Sunday, February 21
Workshop given by Jean Lamon, Colin Tinney, Susan Prior and Christina Mahler. Royal Conservatory of Music.
Information, schedule and registration: 978-8231.

Boris Zarankin.

Friday, February 19
Piano recital. Concert Hall, 8 p.m.
Tickets \$8, students and seniors \$5. RCM box office, 978-5470.

PERSONNEL NEWS

Job Openings

Below is a partial list of job openings at the University. The complete list is on staff bulletin boards. To apply for a position, submit a written application to the Human Resources Department. (1) Sylvia Holland; (2) Steve Dyce; (3) Varujan Gharakhanian; (4) Christine Marchese; (5) Margaret Graham; (6) Sandra Winter; (7) Dagmar Mills; (8) Janice Draper; (10) Sheila Stoddart.

Administrative Assistant I
(\$21,330 - 25,100 - 28,870)
Pharmacology (7), Administrations (10)

Administrative Assistant III
(\$16,855 - 19,840 - 22,815)
Co-op Programs, Scarborough, 50 percent full-time salary prorated (7)

Application Programmer II
(\$31,990 - 37,640 - 43,290)
Medieval Studies, indefinite term (10)

Clerk III
(\$17,670 - 20,790 - 23,910)
Chemical Engineering & Applied Chemistry (9), Brindale (7), Scarborough (7), Banting & Best Medical Research, 67 percent full-time (7)

Clerk Typist II
(\$16,190 - 19,050 - 21,910)
Services to Disabled Persons, 50 percent full-time (10), International Student Centre, 50 percent full-time (10) (These positions can be filled as one full-time or two part-time.)

Fire Prevention Officer
(\$28,790 - 33,870 - 38,950)
Physical Plant (1)

Project Administrator
(\$39,430 - 46,390 - 53,350)
Business Information Systems, two positions (3)

Research Officer I
(\$9,635 - 11,335 - 13,935)
Institute of Medical Science, 50 percent full-time salary prorated (1)

Secretary I
(\$17,670 - 20,790 - 23,910)
Clinical Science Division, Medicine (1), Pathology (1)

Secretary II
(\$19,270 - 22,670 - 26,070)
Electrical Engineering (9), Rehabilitation Medicine (1), Graduate Studies (10), Trinity (1), Research Administration (10)

Secretary III
(\$21,330 - 25,100 - 28,870)
Rehabilitation Medicine (1), Research Office, Medicine (10)

Senior Auditor
(\$37,460 - 44,070 - 50,680)
Internal Audit (1)

Shift Supervisor
(\$31,990 - 37,640 - 43,290)
Caretaking & Cleaning, Physical Plant (1)

VICE-PRESIDENT ADMINISTRATION

Applications and nominations are invited for the position of Vice-President — Administration, University of Toronto.

The Vice-President — Administration is the senior officer responsible for ensuring that the financial and physical resources of the University are effectively and efficiently managed and coordinated in support of academic goals and programs. The Vice-President — Administration has line responsibility for finance, physical plant and real estate, a wide variety of corporate services and a number of revenue-producing ancillaries.

The successful candidate will have both breadth and diversity of executive experience at a very senior level. In addition, the individual will have proven capability of managing and developing a large staff while also being an effective representative of the University at senior levels of business and government.

Please reply in confidence, enclosing a curriculum vitae, to:

Dr. G.E. Connell
Chair, Committee for Vice-President — Administration
Office of the President
University of Toronto
Toronto, Ont. M5S 1A1.

Both men and women are encouraged to apply. Applications or nominations should be received by February 29, 1988. The successful candidate will take office as soon as practical.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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Isn't it time we focused on educating for peace?

by Anatol Rapoport and William Klassen

Prime Minister Brian Mulroney's recent announcement of a \$1.3 billion infusion of funds for research and education is welcome news. The aid will go to engineering and science scholarships. It is no doubt important for Canada to keep up with other countries in scientific and technological development.

A different picture emerges when we look at the support given to research and education in the areas of peace and conflict resolution. What stands in the way of realizing their importance? Should we not know more about how conflicts originate, escalate, explode, or simmer down and are resolved? Should we not be aware of the consequences of splitting people into "us" and "them"?

Should we not take an independent look at defence policies of other countries like Australia, Sweden, Norway, New Zealand, as well as our own? Does a powerful enemy threaten Canada, warranting increases in military expenditures every time they are suggested? Even if Canada is threatened from the outside, do increases in military expenditures always confer greater security? Are there alternative ways of attaining security from attack?

The discipline of peace and conflict studies — learning what lies behind conflicts, how they can be avoided and what pressures there are in our society to maintain an antiquated thinking about "them" and "us" — is still a stepchild in society's funding family.

As Canadians we have made a unique contribution in the United Nations and with our forces in the Middle East as peacekeepers. Should we not exploit our strength as mediators, conciliators and negotiators? Can we contribute to conflict resolution on a world scale by pointing out, without any preening pride, that Irish Catholics and Protestants, French and English, Tamils and Hindus, Sikhs and Hindus, Arabs and Jews, blacks and whites live together in Canada peacefully side by side? Is it 'immodest to ask whether despite some continuing problems (especially over our treatment of native peoples) our internal peace may not provide us with

something to say to the world? A greater emphasis on peace and conflict studies in our universities will give our words on peacemaking and peacekeeping greater weight.

But that is not where our focus seems to be at present. In spite of distinguished work in inter-

national development and aid through CUSO and CIDA, at the educational level we are not doing enough to expose our students to other cultures and societies. The programs of peace and conflict studies that flourish in other places still languish at our university for lack of support from the government sector and from different sectors within the University itself.

Eight years ago, when a group of dedicated and distinguished scientists suggested that the University of Toronto establish a chair in peace studies, they were rebuffed — in part because "peace studies" was new and controversial, its reputation as an academic endeavour untried. The academic pride in not being swayed by every new fad that came along prevailed.

In the meantime the University of Bradford in England, through a seed grant from a Quaker foundation, began a program in peace and conflict studies that, although barely 10 years old, rates as one of the best in the world. It has been singularly successful in generating outside funding and has a full-fledged program at undergraduate and graduate levels. Its faculty members are eagerly sought after in public debates on such themes as Trident missiles, the deployment of mine-sweepers in the Persian Gulf, on racial tensions within Great Britain and many other issues involving conflict and its resolution.



William Klassen and Anatol Rapoport

The University of California system has a distinguished Institute of Global Conflict & Cooperation and has established an endowed chair in peace research at its Irvine campus. The University of Frankfurt, together with a distinguished research institute in Frankfurt, operates an excellent research and teaching program, generously funded by the state and by some leading American foundations.

Thanks to a \$12 million gift from the Joan Kroc Foundation, the University of Notre Dame has perhaps the most ambitious program of all. By bringing in scholars from the Soviet Union and China it engages in peace education on a people-to-people basis. Another enriching dimension of their program is that they have officers in training in the ROTC program also taking classes in this program.

The recent book, *Canadian Peace and World Order Studies: A Curriculum Guide* edited by Matthew Speier and Colin Bell (Toronto: Association of Canadian Community Colleges, 1987), lists 112 courses taught in this area in Canada. Only two universities, Toronto and Waterloo, have programs that specialize or major in this area. The publication of these course outlines calls to mind the early 70s when the newly established religion departments across the land were searching for academic respectability. One way in which they sought to achieve it was to publish their course descriptions in a special book. But Speier and Bell go even further and print the course outlines in detail, including reading lists and requirements.

At the University of Toronto a chair in peace and conflict studies was approved, subject to obtaining external funding, by the University College council in November 1981. Student interest in the four-year peace and conflict studies program has been keen. The core course, started two years ago, doubled in enrolment the following year and again this year.

Support from the private sector has also been very encouraging. In addition

to more than \$40,000 in donations the first year, payments have begun on a major gift totalling \$600,000 by 1992. Clearly there are business people who realize that peace studies can lead to peace and that peace is good for business.

What is lacking, however, is a government policy to match funding for such innovations in teaching. A bullet manufacturer, we read, is doing well in Calgary, especially because of exports. Venga, a small jet plane manufacturer in Montreal, has received government tax incentives to build a jet fighter to be sold for less than \$2 million (ideal for small wars in Third World countries). We wonder why the government cannot provide similar support for peace and conflict research and teaching.

In a recent radio interview, a University of Toronto professor stated: "We must keep in mind that war is expensive; peace is cheap. We are likely to get what we pay for." That is something to think about. It has been calculated that all the deaths from starvation of African children could be prevented for a year for what it costs to move an aircraft carrier eight feet. When we take into consideration how much more it costs to nurture the war machine than it takes to feed starving children, or to nurture young minds who will inherit the world from us, the disparity between expenditures oriented towards war and peace should be reduced.

Perrin Beatty, minister of national defence, states in his white paper on defence that Canada's security policy has three major components:

- (1) defence and collective security;
- (2) arms control and disarmament;
- (3) the peaceful resolution of disputes.

The University of Toronto is in a position to conduct research on and teach all of them. But the last two currently receive little direct government support. Is it not time for the federal or provincial governments to join with the private sector and make a major grant towards peace and conflict studies to the universities?

Such programs are of strategic national importance because they can give our young people a sense of pride in

See PEACE: Page 14

The Centre for computing in the Humanities announces:

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RESEARCH NEWS

For further information and application forms for the following agencies, please contact ORA at 978-2163.

Alzheimer's Disease & Related Disorders Association

Support is available for research in degenerative brain diseases. While the research need not involve direct studies of Alzheimer's disease, it must have the potential to add to the knowledge of relevant issues. The association supports three programs: faculty scholar awards for salary support at the junior faculty level; investigator-initiated research grants for operating costs; pilot research grants for new investigators and those from other research areas.

Details and application forms are available from either the research office of the Faculty of Medicine or ORA. Deadline for faculty scholar awards and investigator-initiated research grants is *February 16*. Deadline for pilot research grants is *July 16*.

Connaught Fund
Eligibility criteria for new staff grants/phase 1, previously referred to as start-up grants (*Bulletin*, Dec. 7), have been changed. New faculty members at the rank of untenured associate professor may now apply as well as assistant professors and lecturers. Applicants must now be within five years of their first academic appointment at any university, and must have taken up their appointment at U of T no earlier than July 1, 1987. More information is available

from ORA, telephone 978-6475.
Deadline for receipt of applications for the first competition is *March 1*.

Health & Welfare Canada
Investigators and supervisors of students with NHRDP grants and awards are reminded that failure to submit progress reports or final research reports may result in an interruption of funding or forfeit of the final payment to the University. Investigators may also be declared ineligible for further funding from the agency.

Juvenile Diabetes Foundation (US)
Research grants are available for up to two years to support research projects in the field of diabetes. Funds are for salaries (technical assistance), supplies, equipment, travel and other costs to start Sept. 1. A two-page abstract of the proposal must be received by the foundation by *February 15*, for full application by *March 1*.

Request for Proposals — Robotics & Artificial Intelligence
Precarn Associates Inc., a consortium of over 30 Canadian corporations, is interested in identifying and funding research and development activities in artificial intelligence and robotics that hold promise for eventual exploitation by member corporations. Interested investigators may contact ORA for more detailed information.

Deadline for submissions is *April 18*.

Cancer Research Society Inc. (Canada) — fellowships: *February 15*.

Environment Canada, Canadian Wildlife Service — university research support fund: *February 15*.

Fight for Sight Inc. — grants-in-aid; fellowships: *March 1*.

Health & Welfare Canada — NHRDP fellowships: *February 15*.

Juvenile Diabetes Foundation (US) — research grants, abstract: *February 15*; full application: *March 1*.

Ministry of Colleges & Universities — URIP — for Feb. 29 ministry deadline, internal deadline at ORA: *February 22*.

NSERC — international scientific exchange; international collaborative research grants; bilateral exchange program: *March 1*.

Ontario Ministry of Transportation & Communications — *February 15*, Precarn Associates Corp. — research proposals: *April 18*.

Royal Bank Award — nominations: *February 29*, SSHRC, Research Communications Division — aid to occasional scholarly conferences in Canada (July — Oct.): *March 30*.

U of T, Life Sciences Committee of the Research Board — summer graduate and undergraduate ranked department applications: *February 28*; Connaught Committee — new staff grants/phase I: *March 1*.

PHD ORALS

Please contact the PhD oral examinations office at 978-5258 for information regarding time and location for these listings.

Wednesday, February 17
Daniela Rotin, Department of Medical Biophysics, "Regulation of Intracellular pH as an Important Determinant of Tumor Cell Viability." Prof. I. Tannock.

Monday, February 22
Alister Henry Cumming, Department of Education, "Writing Expertise and Second Language Proficiency in ESL Writing Performance." Prof. C. Berreiter.

Tuesday, February 23
John Frederick Dale, Department of Zoology, "Juvenile Hormone Biosynthesis and Phase Polymorphism in *Locustella gregaria* and *Locusta migratoria*." Prof. S.S. Tobo.

Sabaratham Suthersan, Department of Civil Engineering, "A Modification of the Nitridation Process." Prof. J. Gancarzcyk.

Thursday, February 25
Muzahem Abdulrahman Al-Sahan, Department of Mechanical Engineering, "On the Development of the Flow Regimes and the Formulation of a Mechanistic Non-Equilibrium Model for Critical Two-Phase Flow." Prof. A.H. Abdelmessih.

Upcoming Deadline Dates

Alzheimer's Disease & Related Disorders Association Inc. — investigator-initiated research grants; faculty scholar awards: *February 16*.

American Council of Learned Societies (American citizens or permanent residents only) — travel grants to international meetings (July-Oct.): *March 1*.

Canadian Foundation for Ileitis & Colitis — summer scholarships; research grants: *March 1*.

Canadian Paraplegic Association (Ontario Division) — research grants: *February 15*.

Canadian Psychiatric Research Foundation — research grants; personal development: *February 26*.

Peace studies regrettably underfunded

Continued from Page 13

belonging to a country which takes seriously its responsibilities within the world of nations. It may be precisely our role to support by uncompromising research and teaching those increasing numbers of voices who say that war, certainly nuclear war, must be studied by our young as the greatest disaster that now threatens this planet. We must, moreover, study it as the greatest human plague which can be avoided, provided we invest in the study of peace.

These voices will be stronger the more they are rooted, not only in an awakened conscience and sense of belonging to the human race, but also in solid, reliable knowledge and in skills to help effect a peaceful prospering world. Peace is an attainable goal in history. We can survive as a human race if we truly desire to do so. However, it will take a strong will to do so and the courage to order our priorities.

The words of Isaiah, written nearly 2,800 years ago, are inscribed on a wall at the United Nations: "Nation shall not lift up sword against nation, neither shall they study war any more" (2:4). They are paraphrased in a popular Negro spiritual: "I ain't goin' to study war no more." These words can become a reality for this generation. But this can happen only if we see that peace and conflict is worth studying as a vital academic discipline; one that is indispensable to the security of Canada. It must call on our best minds. We must learn to challenge the age-old slogan: "If you want peace, prepare for war." It is time to say: "If you want peace, educate for it."

The effects of converting from preparing for war to preparing for peace with its economic, social, religious, psychological and educational implications

could be very far-reaching indeed. It could be one of the most significant breakthroughs of human history, at least as significant as the abolition of slavery.

All signs indicate that the time is ripe for such a change. What is needed is the courage to venture into this new frontier by investing government resources — not just private money and university funds — in university peace education.

Anatol Rapoport and William Klassen teach at University College.

Presidential advisory committee

Vice-president — administration

The president has established a committee to advise him on the selection of a vice-president — administration. Members are: Dean R.L. Armstrong, Faculty of Arts & Science; Rachel X. Barney, member, Governing Council; E.K. Cork, member, Governing Council; G.C. Cressy, vice-president — development and university relations; E.H. Pearce, chair, Audit & Finance Subcommittee of Governing Council; P.S. Phillips, director of administration, Scarborough College; G.O. Shepherd, bursar, Trinity College; F.G. Townsend, member, Governing Council, and chairman, Business Affairs Committee; Dean R.N. Wolff, Faculty of Management; and J.G. Dimond (secretary).

Advice for the committee should be sent to President G.E. Connell, room 107, Simcoe Hall, by *February 29*.

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Re-educating the professoriate IV

"In future all questions relating to the working of the farm would be settled by a special committee of pigs" who would "communicate their decisions to the others." Later, "Squealer was sent round the farm to explain the new arrangements to the others." Part of his explanation was that we "would be only too happy to let you make your decisions for yourselves. But sometimes you might make the wrong decisions, comrades, and then where should we be?"

Animal Farm, by George Orwell

As indicated by letters in the last Bulletin, there are still some old-fashioned rank-and-file UTFA members who labour under the misconception that the UTFA council should consult with the membership before taking such drastic actions as washing dirty linen in public or personally abusing selected colleagues. The original form of the motion at the Dec. 14 UTFA meeting contained the seeds of such unprogressive thinking, inasmuch as it called for more consultation with the membership.

Fortunately, however, and even without having to use dogs as Napoleon did against the evil Snowball, rightthink prevailed at the meeting. The final motion that was passed by about 160 to 80 requested the UTFA council to continue monitoring the administration, and deleted any reference to "more" consultation. That deletion was important according to Professor Wilson, because the unamended motion would be "interpreted" by him "as a vote of

non-confidence in his leadership" (cited from Bulletin's Jan. 11 report).

Of course, after Our Leaders have acted, Squealer will inform the other animals, making sure that the information is packaged in such a way that these and other Glorious Media Sallies by the UTFA council are seen in the correct light in this fourth phase of the Re-education of the professoriate.

A final thought: taking on this new mantle of responsibility will surely mean that Our Leaders will require more administrative assistance, as befits an organization that "has become both increasingly professional in its operations and increasingly expensive to support,"

and one that has grown from "one part-time employee" to "a full-time office staff of three" (Prof. W.H. Nelson, Bulletin, April 20, 1987), but that surely will require even more support as firmer lines of communication are established between the UTFA council and The Globe and Mail, the pigs take over Mr. Jones's house, the rank-and-file adopt Boxer's motto ("I will work harder"), and the membership rates are steadily increased to support that golden future-time of certification.

John J. Furedy
Department of Psychology

Not all C-54 supporters are neo-Victorians

On page 10 of the Jan. 25 issue of the Bulletin, Professor Fred Wilson makes it clear that he strongly approves of agreements with the administration to amend U of T hiring policies so as to promote real equity, i.e., to develop new hiring policies "aimed at giving a fairer deal to women in the search process." Bravo! After all, how likely is it that universities in general and U of T in particular have completely escaped conscious and/or unconscious sexism in their consideration of prospective female faculty?

And yet on page 2 of the same issue of the Bulletin the same Professor Wilson,

now addressing the issue of the need for and merits of anti-pornography Bill C-54, complains: "There is ample protection in the Criminal Code against the exploitation of children, violence, etc. There's no need for this additional legislation."

The last change in obscenity legislation occurred in 1959. What realistically then are the chances that this 30-year-old legislation is today sufficient to protect women against pornographic degradation? Why do U of T hiring policies have to be changed but pre-"second wave" censorship legislation only enforced or properly interpreted?

Of course, even if I am right about Professor Wilson's inconsistency, the relative merits, if any, of C-54 must be argued for independently. In this connection, I strongly urge readers to avoid the current tendency to equate all supporters of C-54 with neo-Victorian elements in our society. Instead, I recommend: (1) reading Bill C-54 and then comparing it with current obscenity legislation in Canada and (2) reading critical analyses of the bill published by some of its feminist supporters. Copies of the latter are available free of charge from Resources Against Pornography, P.O. Box 695, Station "C", Toronto, M6J 3S1.

Marvin Glass
Department of Philosophy
Carleton University
(on sabbatical at U of T)

Criticizing "critiquing"

I was appalled by the headline "Critiquing Thornton's divestment report" on Professor Jenkins' letter of Jan. 25. The use of "critique" as a verb or participle is surely a sign of diminished care for the English language. To attribute such a creaking word to Professor Jenkins is to do him a disservice. To be sure, one who uses clichés such as "communities" or "creative" inappropriately might well be thought to use "critiquing." But in fact Professor Jenkins does not, and you have done him an injustice with a headline that will disgust the fastidious.

"Critiquing" is all the vogue amongst students. It has the ambiguity of "criticizing" and "analyzing" in depth." Kant did not deprecate pure reason, practical reason or judgement in the manner that Professor Jenkins criticizes Professor Thornton's report. The use of "critiquing" amongst students began with ill-digested German philosophy in the 1960s, reinforced by French derivatives in the 1970s and 80s. "In depth critiquing" displays a badge of continental erudition. Is that what the Bulletin attributes to Professor Jenkins?

Edward Andrew
Division of Social Sciences, Political Science
Scarborough College

Affirmative action not the solution to racial inequality

I am in complete agreement with Dan Goldstick's assertion (Bulletin, Jan. 11) that discriminatory structures in society can give children of different races grossly unequal life-chances in general, and grossly unequal chances of becoming qualified as candidates for academic employment. But never before did my hackles rise as quickly as when I read what followed: that racial inequality needs to be fought with affirmative action; that the excellence of our university as a research and educational institution demands it. This is a non sequitur.

The excellence of our university demands that it should employ the finest teachers and researchers available, totally regardless of race. To prefer one candidate over another because of race is a gross form of condescension and racism masquerading, however unconsciously, under the cloak of fair play.

In the 30s and 40s I was associated with, to greater or lesser degrees, Jomo Kenyatta, George Padmore, Krishna Menon and C.L.R. James, among others, all of whom reached some eminence in their respective fields. If there had been affirmative action in their favour some doubt might have been cast on their true excellence for anyone who did not have the privilege of knowing them personally.



Frank Watson
Toronto

Divestment and its comforts

Now that the Governing Council has decided to have the University's portfolio cleansed of securities of companies with investments in South Africa, I invite Professor Wilson, his teaching staff colleagues and UTFA to rethink their reputed position that the University's pension fund should not be held to the same strict standard.

We would then be able to separate the "morally comfortable" from the merely comfortable.

Paul M. Cadario
Alumni Representative
Governing Council

QUARTER CENTURY CELEBRATION LECTURES AND SEMINAR

I. Two Presentations by the 1988 IBME Visiting Professor:

Professor Guenter Rau, Director
Helmholtz Institute of Biomedical Engineering
Technical University of Aachen
Aachen, Germany

A. Seminar: ECG Body Surface Mapping during Heart Catheter Diagnosis, Therapy and Intensive Care
Date: Monday, February 22, 1988
Time: 4:00 p.m.
Place: Rosebrugh Building, Room 412

B. Lecture: Ergonomic Aspects in Design of Interactive Medical Information Systems with Application to Anesthesia
Date: Thursday, February 25, 1988
Time: 4:00 p.m.
Place: Medical Sciences Building, Room 2172

This lecture is co-sponsored with the Department of Anesthesia

II. The Second Llewellyn Thomas Lecture

Professor James M. Ham
Professor of Science, Technology and Public Policy
Former President, University of Toronto

Technology and the Human Adventure — The Place of Engineering

Date: Tuesday, February 23, 1988
Time: 8:00 p.m.
Place: Medical Sciences Building, Room 3154

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St. Clair/Wilona — Executive lower duplex. Living-room, fireplace, bay window, dining-room with wainscoting, bathroom, kitchen (fridge and stove), 2-bedroom, walk-out deck, basement laundry facility, parking. 2 minutes to TTC. \$1,200 + hydro. 656-1076/651-3607.

St. Clair/Wilona — Upper duplex, living-room with fireplace, dining-room, bathroom, kitchen (fridge & stove), 3-bedroom, basement laundry facility. 2 minutes to TTC. \$1,150 + hydro. 656-1076/651-3607.

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